



The California Department of Fish & Game Invites you to take the Open Statewide Examination for WARDEN-PILOT, DEPARTMENT OF FISH AND GAME

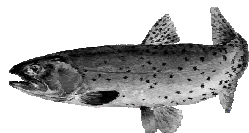


FINAL FILING DATE: May 22, 2009
(Application must be postmarked by this date)

Why not work to benefit California's environment?

Want to work with dedicated people who value and enjoy their work?

Our employees are committed to managing and protecting California's diverse wildlife and the habitats upon which they depend. Join us and begin a meaningful new career.



About the State Examination & Hiring Process:

The first step in the State hiring process requires you to take a competitive examination for each separate permanent job classification. Examinations may be written, interview, or performance-based and are designed to test the knowledge and abilities required for the classification. After you take and pass a State examination, you are ranked and placed on an employment list for that classification. Once you are placed on the employment list, you can apply for job openings in that classification. For more information on the State examination and hiring process, visit our website at <http://www.dfg.ca.gov/jobs>.

Position Information

Position Description:

The Warden-Pilot, Department of Fish and Game (DFG), under general direction, throughout the State, pilots an airplane and assists in the enforcement of State laws for conservation of wildlife and the protection of fish and game; performs required airplane maintenance and repair work; and does regular patrol work on the ground when not needed as a pilot. Warden-Pilots are designated as peace officers and required to attend a Department sponsored Peace Officer Standards and Training (POST) approved basic law enforcement academy.

Salary Range:

\$5458 - \$6891

How to Apply for this Examination

Where to Mail:

The State Examination Application (Form 678) must be POSTMARKED by the U.S. Postal Service no later than the final filing date. Applications POSTMARKED, PERSONALLY DELIVERED, OR RECEIVED VIA INTER-OFFICE MAIL, after the final filing date will not be accepted. Applications may be filed in person or by mail at:

Department of Fish and Game
Attention: Exam Unit
1416 Ninth Street, Room 1217-B
Sacramento, CA 95814

How to Get an Application:

Obtain a State Application (Form 678) at Employment Development Department (EDD) offices, at Department of Fish and Game offices, or you can download one from the web at www.spb.ca.gov/jobs/stateapp_adobe.htm.

Accommodations for Persons with Disabilities:

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application". The Exam Unit will contact you to make specific arrangements.

Requirements for Admittance to the Examination

Minimum Qualifications for Admittance:

Licenses: Possession of a valid Commercial Pilot's Certificate with single and multi-engine land airplane and instrument ratings issued by the Federal Aviation Agency. **AND**

Possession of a valid Aircraft and Power Plant Certificate (formerly Aircraft and Engine Mechanic's Certificate) issued by the Federal Aviation Agency. **AND**

EXPERIENCE: Applicants must have logged at least 1500 hours of pilot-in-command flying in powered airplanes, of which at least 100 hours must have been in conventional multi-engine airplanes. **(Presentation of logbook or other evidence will be required to verify the 1500 hour requirement.) And**

One year of experience as an aircraft and engine mechanic while in possession of an Aircraft and Power Plant Certificate (formerly Aircraft and Engine Mechanic's Certificate). (Two years of flying experience while in possession of this certificate may be substituted for this requirement.)

NOTE: APPLICANTS MUST SUBMIT COPIES OF THEIR PILOT CERTIFICATE AND AIRFRAME AND POWER PLANT CERTIFICATE WITH THEIR APPLICATION. LOGBOOKS MUST BE PRESENTED AT THE TIME OF THE ORAL INTERVIEW. FAILURE TO DO SO MAY BE CAUSE FOR ELIMINATION FROM THE EXAMINATION.

Special Personal Characteristics:

Keeness of observation, mental alertness, tact, and good physical condition. (Eligibles shall be deemed to meet the physical requirements for this class if they hold a current second-class physical certificate issued by a FAA-authorized medical examiner and present evidence of a satisfactory electrocardiographic examination.)

Age Requirement:

Minimum age – 18 years.

Make Sure You Also Meet These Conditions:

Citizenship Requirement: Pursuant to Government Code Section 1031 (a), in order to be a peace officer, a person must be either a U.S. citizen or a permanent resident alien who is eligible for and has applied for U.S. citizenship. Denial of an application for citizenship shall result in termination of employment.

Disqualification: Existing law provides that persons convicted of a felony or convicted of a misdemeanor crime of domestic violence are disqualified from employment as peace officers. Such persons are not eligible to compete for or be appointed to positions in these classes.

You are disqualified from being employed as a peace officer under Government Code 1029 if (1) you have been convicted of a felony in this State or any other state; (2) you have been convicted of any offense in any other state which would have been a felony if committed in this State; (3) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; (4) you have been found not guilty by reason of insanity of any felony; (5) you have been determined to be a mentally disordered sex offender; or (6) you have been addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution.

You are disqualified from being employed as a peace officer under Gun Control Act (GCA) of 1968 as amended by the Federal Omnibus Consolidated Appropriations Act of 1997, which makes it unlawful for any person convicted of a misdemeanor crime of domestic violence to ship, transport, possess, or receive firearms or ammunition.

A misdemeanor crime of domestic violence means an offense that (1) is a misdemeanor under Federal or State law; and (2) has, as an element, the use or attempted use of physical force, or the threatened use of a deadly weapon, committed by a current or former spouse, parent, or guardian of the victim, by a person with whom the victim shares a child in common, by a person who is cohabiting with or has cohabited with the victim as a spouse, parent, or guardian, or by a person similarly situated to a spouse, parent, or guardian of the victim. This definition includes all misdemeanors that involve the use or attempted use of physical force and is true whether or not the State statute or local ordinance specifically defines the offense as a domestic violence misdemeanor.

**Make Sure you Also
Meet These
Conditions cont'd:**

Use of "hard" drugs (e.g., heroin, cocaine, or hallucinogenic) subsequent to applicant's 18th birthday and prior to his or her twenty-third birthday, shall be grounds for disqualification from the examination unless 5 years elapsed from the date of the disclosed or revealed use of the drug. If any such disclosed or revealed use has occurred on or after the applicant's twenty-third birthday, he or she shall be disqualified from the examination in which he or she is competing until 10 years have elapsed from the date of the disclosed or revealed use. The disqualification period shall begin on the date that the drug was used, and not on the date that the drug use was disclosed or revealed.

Application for Examination Information: In completing item 11 of the Application for Examination, you may answer "NO" to the question "Have you ever been convicted by any court of a felony?" if (1) the record of such an incident has been sealed in accordance with Penal Code sections 851.7, 851.8, 1000.5, 1203.45; or (2) the record of such an incident has been expunged or is expugnable pursuant to Health and Safety Code Section 11361.5, which pertains to various marijuana offenses; or (3) the conviction was under Health and Safety Code Section 11557 or its successor 11366 when that conviction was stipulated or designated to be a lesser included offenses of the offense of possession of marijuana. However, you must list the conviction if you have received a release (per Section 1203.4 or 1203.4a of the Penal Code or Welfare and Institutions Code 1172 or 1179) or a pardon (per Section 4852.16 of the Penal Code).

Note: All applicants must meet the education and/or experience requirements for this examination as of **May 22, 2009**, to take this examination.

Applications/resumes require employment history information including "to" and "from" dates (month/day/year), time base, and if applicable civil service class titles. Applications/resumes received without this information MAY BE REJECTED because of incomplete information.

Examination Information

**Type of
Examination:**

This examination consists of a qualifications appraisal interview weighted **100.00%**. To obtain a position on the eligible list, you must attain a minimum rating of **70.00%**. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.** Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

Interview Dates:

It is anticipated that the interviews will be held during June 2009 / July 2009.

**Examination
Locations:**

Written tests and oral interviews are ordinarily scheduled in Sacramento, Los Alamitos, Napa, Redding, and Fresno. However, interview locations may be limited or extended as the number of candidates and conditions warrant.

Scope of Examination:
(STUDY THIS to prepare for examination)

- A. Knowledge of:
 - 1. Regulations of the Federal Aviation Agency and other regulations governing the operation of aircraft and civil airplane movements, e.g., terrain, weather and flying conditions in California.
- B. Knowledge of and skill in:
 - 1. Flying airplanes beyond gliding distance from shore for extended periods of time.
 - 2. Flying multi engine and tail dragger type aircraft.
 - 3. Low level flying (using a FAA waiver) flights over high terrain and night flight operations.
 - 4. Flying after dark to conduct patrols.
 - 5. Maintaining and repairing airplanes and airplane engines.
- C. Ability to:
 - 1. Take aerial photographs and make aerial and biological surveys.
 - 2. Interpret, apply and enforce the provisions of the Fish and Game Code and laws.
 - 3. Cooperate effectively with another Fish and Game Warden in patrol or with others in survey work.
 - 4. Think and act quickly in emergencies and take effective course of action.
 - 5. Communicate effectively, clearly and concisely, e.g., write reports, and utilize basic computer skills, etc.
 - 6. Establish and maintain effective working relationships with those contacted in the course of work.
 - 7. Read and interpret maps.
 - 8. Analyze situations accurately and adopt an effective course of action.
 - 9. Reason logically, draw valid conclusions, and make recommendations.
 - 10. Gather and analyze facts.

Veterans Preference:

Veterans' preference credits will be added to the final score of all competitors who are successful in this examination and who qualify for and have requested these points.
VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE CREDITS.

Length of List Eligibility:

The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

REQUIREMENTS FOR APPOINTMENT

If you are successful in this examination and are contacted for possible employment you will be required to complete the following:

Background Investigation:

A personal history statement and a background investigation covering the following areas; Personal Information; Relatives and References; Experience and Employment; Education; Residences; Military Service; Motor Vehicle Operation; Legal; Financial; and General Information. Use of marijuana within one year prior to an applicant's application date shall be grounds for disqualification during the background investigation.

A fingerprint card must be filled out for submission to the California Department of Justice and FBI to check for criminal history.

A voice stress analyzer is used to verify the information submitted by each applicant during the background process.

All California peace Officers must meet the following POST job dimensions:

Integrity, Impulse Control/Attention to Safety, Substance Abuse and other Risk-Taking Behavior, Stress Tolerance, Confronting and Overcoming Problems, Obstacles and Adversity, Conscientiousness, Interpersonal Skills, Decision-making and judgment, Communication Skills; Learning Ability.

Drug Testing-Pass/Fail:	Applicants for positions in this class are required to pass a drug screening test. Drug testing current State employees who are applicants in an examination or who are transferring is permitted only if the person does not have current appointment to a class for which drug testing is a requirement.
Psychological Screening-Pass/Fail:	A psychological evaluation. The evaluation will measure maturity level, impulse control, and suitability for work as a Fish and Game Warden.
Medical and Physical Performance Test-Pass/Fail:	A medical examination, a visual acuity and color vision test, and a physical performance test that measures strength and endurance.

Questions?

If you have any questions concerning the Warden-Pilot examination or the testing process, please contact Elaine Johnson, Personnel Analyst with the Department of Fish and Game, Human Resources Branch at (916) 653-8120. You may also visit our website at www.dfg.ca.gov.

Additional General Information

IMPORTANT: What to do if you haven't received any notifications:

For Written Examinations: If you haven't received your examination notice three days prior to the written test date, it is your responsibility to contact the Department of Fish and Game, Human Resources Branch at (916) 653-8120.

For Examinations Without a Written Feature: If you haven't received your examination or progress notice four weeks after the final filing date, it is your responsibility to contact the Department of Fish and Game, Human Resources Branch at (916) 653-8120.

Remember, Examinations are Competitive

If you possess the entrance requirements stated on this bulletin, you may take this competitive examination; however, you aren't assured a place on the eligibility list. Your performance in the examination is compared to established rating criteria. All candidates who pass are ranked according to their scores.

How Qualifications are Rated:

General Qualifications for all Examinations: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Additional List Information:

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multi departmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

Veterans Preference: California law allows granting of veterans preference points in open entrance examinations and open nonpromotional examinations. Effective January 1, 1996, VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERANS CREDITS. Directions for applying for veterans preference points are on the Veterans Preference Application form (Form 1093) which is available from the Department of Fish and Game, State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

Miscellaneous Information:

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

The Department of Fish and Game reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

California Relay (Telephone) Service for the Deaf or Hearing-Impaired

From TDD phones: 1-800-735-2929

From voice phones: 1-800-735-2922

THE DEPARTMENT OF FISH AND GAME OFFERS EQUAL OPPORTUNITY TO ALL REGARDLESS OF SEX, MARITAL STATUS, RACE, COLOR, RELIGION, POLITICAL AFFILIATION, NATIONAL ORIGIN, ANCESTRY, AGE, SEXUAL ORIENTATION, DISABILITY, OR MEDICAL CONDITION.

IT IS THE OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS. APPLICANTS FOR STATE SERVICE ARE EXPECTED TO BE DRUG-FREE.